

•The Montana Department of Labor and Industry is the state agency which enforces Montana's anti-discrimination laws.

•The Human Rights Bureau informally investigates complaints of illegal discrimination as a neutral party. The Human Rights Bureau offers voluntary resolution in complaints of illegal discrimination, and is committed to providing education on your rights and responsibilities under the Montana Human Rights Act. For more information please visit our website at www.montanadiscrimination.com or contact us at 1-800-542-0807.

•The Hearings Bureau of the Department of Labor and Industry conducts formal public hearings of discrimination complaints.

•The Montana Human Rights Commission is a five member panel of private citizens appointed by the governor. The Commission hears appeals of decisions issued by the Hearings Bureau and the Human Rights Bureau.

Voluntary Resolution

The Human Rights Bureau offers several options for voluntary resolution of discrimination complaints. Fast-Track Mediation is offered before an investigation commences; Settlement is attempted throughout the investigation process; and Conciliation is offered if the investigation results in a reasonable cause finding.

There are many reasons to participate in voluntary resolution negotiations, including: saving time and money, improving communication between the parties, negotiations are confidential, and a majority of parties who choose to participate have their cases successfully resolved.

MONTANA HUMAN RIGHTS BUREAU

**1625 11TH AVENUE, PO BOX 1728
HELENA MT 59624-1728**

TOLL FREE:1-800-542-0807

PHONE: 406-444-2884

TTY: 406-444-9696

RELAY SERVICE 711

ONLINE:

www.montanadiscrimination.com

For More Information About Your Rights

Please contact the Human Rights Bureau if you:

- Are interested in filing a complaint?
- Have questions about business rights?
- Would like to receive any of the following informational brochures:

**“Employment Discrimination
Is Against The Law”**

“Rights Of Pregnant Employees”

“Human Rights Employer Policy Guide”

“Discrimination Employment Poster”

“Fair Housing Is Your Right”

The Department of Labor & Industry is committed to making its services available to people with disabilities. Persons with disabilities requiring accommodation to take advantage of the Department's services should contact the Human Rights Bureau.



*Montana Department of
Labor & Industry*



Discrimination Is Against The Law

Discrimination Is Against The Law In:

- Employment
- Housing
- Public Accommodations
- Education or Training
- Financing
- Insurance (sex & marital status only)
- Government Services & Employment (state and local)



What Is Illegal Discrimination?

It is illegal for an employer, agent of an employer, landlord, or government entity to take an adverse action against an applicant, employee, renter, or patron because of a protected class status.

Examples of possible adverse actions include, but are not limited to:

- Refusal to Hire or Rent
- Harassment or Constant Derogatory Language Based on a Protected Class
- Failure to Accommodate Disability, Religion, or Pregnancy
- Less Favorable Treatment in Terms & Conditions of Employment
- Termination or Eviction

Discrimination Is Prohibited If Based On These Protected Classes:

- Physical or Mental Disability
- Sex (Sexual Harassment & Pregnancy)
- Familial Status (In Housing)
- Political Belief (In State and Local Government Services & Employment)
- Age (All Ages)
- Race
- Color
- National Origin
- Religion
- Creed
- Marital Status



Montana Human Rights Laws apply to members of all protected classes.

Housing Providers:



In Pre-Rental Inquiries the housing provider may obtain information required to make a determination on a person's ability to pay timely, follow the rules of tenancy, and rental history to determine if the potential renter is a qualified applicant.

The provider **may not** request information concerning the race, color, national origin, religion, creed, age, familial status, sex, marital status or physical or mental disability of the person applying for housing.

Employers:

The Montana Human Rights Act covers all employees in Montana.

Questions on employment applications should seek information about skills, experience, and education important to performing the job.

Avoid questions about an applicants' race, age, religion, medical condition or marital status. To avoid claims of discrimination, apply standards equally to all employees.



Retaliation

It is unlawful for an employer to retaliate against any employee, past employee or applicant because he or she has complained about discrimination, is associated with a person who has complained about discrimination or exercised his or her rights under discrimination laws.

Perceived Disability

Under the Montana Human Rights Act and the ADAAA, individuals who are "perceived" as having disabilities are protected from illegal discrimination based on stereotypes, fears, or misconceptions about disabilities. Including unsubstantiated concerns about productivity, safety, insurance, liability, attendance, the costs of accommodation, accessibility, workers' compensation costs or acceptance by co-workers and customers.